

# Equality Impact Assessment

Guidance on completing Equality Impact Assessments can be found on the intranet in the equality and inclusion section

Document:	<i>What policy/procedure is under review?</i> Employee Resourcing Policy and Procedure
Executive Summary:	<p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p>This is a policy to ensure that individuals are treated equally and fairly throughout the recruitment process.</p> <p>Unconscious bias is well documented as having the potential to impact negatively upon various elements of business operation, including recruitment. To mitigate any potential risk, Borders College commits to providing unconscious bias training for all recruiting managers, and to regularly review the recruitment policy to ensure all recruitment processes are underpinned by fairness, objectivity, consistency and transparency.</p>

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

<b>Protected Characteristic</b>	<p><b>Commentary</b> <i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i></p> <ol style="list-style-type: none"> <li><i>1. Change the policy so impact is no longer negative</i></li> <li><i>2. Justify why it has to be done e.g. health and safety legislation</i></li> <li><i>3. Consider how you are going to mitigate the impact</i></li> </ol>
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<p><b>Age</b>  <i>Someone belonging to a particular age, or range of ages</i></p>	<p>No negative impacts identified.</p>
<p><b>Care Experienced</b>  <i>Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previous looked-after.</i></p>	<p>No negative impacts identified.</p>
<p><b>Marriage/Civil Partnership</b>  <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>No negative impacts identified</p>
<p><b>Race</b>  <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p>No negative impacts identified</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impacts identified</p>
<p><b>Disability</b>  <i>A physical or mental impairment which has a substantial and long-term adverse effective on a person's ability to carry out normal day-to-day activities</i></p>	<p>No negative impacts identified. This policy and procedure ensures that our duties under Disability Confident Employer scheme is adhered to.</p>
<p><b>Gender identity/ reassignment</b>  <i>The process of transitioning from one</i></p>	<p>No negative impacts identified</p>

<i>gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</i>	
<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impacts identified.
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impacts identified
<b>Employment or Trade Union Membership</b>	No negative impacts identified
<b>Past Criminal Convictions</b>	No negative impacts identified
<b>Poverty or Deprivation</b>	No negative impacts identified.

Owner:	Deborah Kerr	
Date initiated:	March 2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> JCCP and staff through the Staff and Union representatives	
Signature (Owner)	<i>Deborah M Kerr</i>	Date 01.2023
Signature (Equalities Officer)	A Brydon	Date 13.01.2023

Please return the completed Equality Impact Assessment to the Equalities Officer ([abrydon@borderscollege.ac.uk](mailto:abrydon@borderscollege.ac.uk))